



Connecting Talent with Opportunity

STATE OF GEORGIA PY18 WIOA ANNUAL NARRATIVE REPORT

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Report Overview

This Annual Report Narrative covers the Workforce Innovation and Opportunity Act (WIOA) Program Year 2018 for the State of Georgia. This report includes the State's efforts regarding strategic progress based on the blueprint laid out in the State Plan, customer satisfaction measures, evaluation activities, and other programmatic and performance elements. The State assures that all required elements are reported uniformly, such that relevant state-by-state comparisons can be made. Within this reporting format, the State highlights some anecdotal success stories as an illustration of the combined effect of funding allocation and execution of key programs.

Strategic Progress

As described in Georgia's Unified State Plan, the state's strategic vision and goals include 1) create a unified workforce system that connects the wide array of services available through core partners to provide an unprecedented level of valuable services to customers; 2) utilize labor market and educational data and technology, in coordination with local data, to inform and guide strategic workforce development decisions; 3) increase the value of the workforce system as a tool for employers by emphasizing business services; 4) increase the participation and utilization of the workforce system by both employers and individuals; 5) serve as the convener of economic development stakeholders in order to connect individuals, educational systems, and employers, thereby helping create a sustainable, skilled workforce.

One of the key opportunities that remains in the state of Georgia was the need for a skilled workforce ready and able to work. Georgia has consistently been recognized as one of the best states in the nation in which to do business. This is due in large part to the state's ability to attract employers and provide solutions to meet their needs. The ongoing relationships with businesses continue to point to workforce demands and finding innovative solutions to meet those demands. Aided by the vision of WIOA, the State has expanded its capacity by enhancing the number of tools available to employers, including work-based learning strategies, on-the-job training, and customized training. The options help employers identify and train a workforce, but also provide opportunities for workers to develop their skills and advance along identified career pathways. Some of the strategies the State utilized in supporting this goal included an emphasis on business services during training sessions and technical assistance to LWDA's.

The State's goal is to increase the opportunities and access points for individuals

as well as businesses. The State is working on ways to improve the number of individuals moving from under- and unemployment into education and employment opportunities. The State continues to work to promote resources among targeted populations. With eight military installations, Georgia is home to a tremendous number of active duty and veteran service members. Through the State's veteran's efforts, Georgia has made a dedicated effort to connect our veterans with transition resources and with employers who are eager to provide employment opportunities. The Georgia Department of Labor has a number of dedicated specialists specifically focused on serving the needs of Georgia's veteran population, including DVOPs and LVERs in the local one-stop system, and a dedicated Customized Recruitment Specialist focusing solely on the demand for veteran employment.

A key component of achieving the goal of increased participation in the workforce system is ensuring that the one-stop system provides services to individuals with barriers to employment. Each of Georgia's core partners are working to reduce barriers to employment among the workforce population in support of this goal. Through their involvement in the WIOA implementation working groups, each partner has contributed to the conversation to ensure that the workforce system provides easy access for these targeted populations, and ensures that all services are available to help remove barriers to employment. Additionally, these partners have been integral in the development of sector partnerships in each of the twelve planning regions, contributing to the discussions as they develop pathways into high demand careers. One of the key issues that the sector partnerships are working to address is ensuring that the career pathways are accessible to individuals with barriers. In order to receive grant funding, regions were required to specifically address this issue.

Effectiveness in Serving Employers

WorkSource Georgia's continuous efforts to serve Georgia's business and industry allows the agency to place participants in transformational and sustainable careers. The State's determination to integrate service and delivery to employers ensures a strategic approach to assist collaborative partners in overcoming workforce challenges and plan for the workforce of the future. Whether companies are looking to relocate or expand, WSGA works tirelessly to set a high standard of service.

The WorkSource Georgia system is equipped to support businesses in identifying and hiring qualified candidates in many ways. American Job Centers across the state allow for applicant referrals and screening for employers, which reduces their time and cost associated with these services. A number of pre-employment

assessments may be leveraged in order to screen candidates for an employer. The use of these assessments can give an employer valuable insight to an applicant's competencies and skills gaps. Furthermore, a company may work with a local WorkSource area to advertise job postings or utilize online services such as the Employ Georgia network. WorkSource Georgia is also equipped to host job fairs and allow companies to utilize space for interviews.

The State has provided a number of professional development opportunities to front-line business services staff in order to improve services to employers. These professionals continue to promote the use of WIOA work-based learning services. On-the-Job Training (OJT) is the most popular service that WSGA areas may offer. However, in PY18, several deliverables were created to provide technical assistance to LWDAs in administering and expanding the use of other services such as Incumbent Worker Training (IWT), Customized Training (CT), and Workforce Experience (WEx). These deliverables included service toolkits, targeted technical assistance, enhanced and revised state policy, and multiple in-person and virtual training opportunities through the WSGA Academy. The State will continue to identify opportunities for continuous improvement to serve Georgia's business and industry.

Georgia's Labor Commissioner Mark Butler hosted Business Summits throughout the program year, which provide an opportunity for various members of the business community to receive impactful information about the labor force in Georgia, and new GDOL initiatives. The summits also offered attendees the opportunity to dialogue with Labor Law experts on planning business policies, and to become informed on other workplace hot topics. During PY18, over 800 individuals from the business community attended the series of GDOL Business Summits.

GDOL promoted the hiring of special target groups under the Work Opportunity Tax Credit (WOTC) program through onsite presentations to employers and workshops in local offices to job seekers. The Local Veterans' Employment Representatives (LVERs) also worked with employers facilitating the placement of veterans who potentially qualified as one of these targeted groups. Additional efforts were made to encourage employers to utilize the program as GDOL streamlined procedures related to the processing of Georgia's Work Opportunity Tax Credit (WOTC) applications through PY18. This allowed for more efficient and timely processing of tax credit requests, resulting in over 90,000 certified applications.

GDOL continued to work on enhancements to Georgia's WOTC automated system which would further support the business community by simplifying the tax credit submission process. In PY18, WOTC certifications resulted in an estimated \$248 million in tax credits to employers. These tax credits constituted

a significant incentive to employers for hiring Georgia's hard-to-place job seekers, moving them from economic dependency into self-sufficiency. During PY18, the GDOL Business Services Unit (BSU) continued to work closely with the business community in efforts to proactively foster employer focused partnerships and to provide needed labor exchange support. The team worked collaboratively with state and local economic developers and consultants on gathering data needed for local or state workforce meetings, as well as prospect meetings.

GDOL Business Services staff supported local workforce development boards by actively attending meetings within the local communities across the state, and they assisted 205 new and existing business in their search for skilled workers. In addition, the unit hosted 113 customized/onsite recruitment events where over 4,000 job seekers were served, and participated in 671 statewide workforce related activities in collaboration with other workforce partners.

The Business Services team collaborated with GDEcD, WorkSource Macon-Bibb, WorkSource Middle GA, TCSG, MGU, and other local partners to assist the Middle-GA population facing high rates of unemployment by providing job readiness services, assessing eligibility for WIOA services and connecting job seekers with local businesses. Implementation of this program and partners working together helped approximately 1,200 middle Georgia residents re-engage in the workforce.

GeorgiaBEST is a business employability skills training program administered at no cost by GDOL through a partnership with the University of North Georgia. GeorgiaBEST focused on the employability skills needed in the workplace as identified by Georgia businesses themselves. Initially developed in 2011 and piloted in 20 high schools in 2012, the number of participating high schools grew exponentially. Middle schools were added in 2013 and Adult Education/GED programs came on board in 2014. In 2016, the program began work with state strategic partners: University of North Georgia (UNG), Georgia Department of Education, and the CTAE Resource Network.

Launched in July 2018, the new website serves as a portal or "front door" to access the UNG platform that allows registration; houses the lesson plans, activities, videos, manuals, and other training materials; provides access to the online evaluation tool; and the capability to print GeorgiaBEST certificates. Based on employer feedback, GeorgiaBEST has now expanded to a three-pronged approach: GeorgiaBEST@School, GeorgiaBEST@Work, and GeorgiaBEST@Home.

Evaluation Activities

The State primarily provides a formal evaluation of its workforce system through its annual monitoring review of the 19 Local Workforce Development Areas. The monitoring process typically begins during the month of August and ends in late February or early March. The evaluation process includes a desk review of key documents such as policies and contracts, on-site interviews of staff, and an inspection of electronic case files and other relevant documents for the Program Year in review. The on-site visit is conducted by a three-person team consisting of staff from the Programmatic, Grants Management, and Compliance teams. The on-site visit and desk review takes approximately three (3) days. Since implementing a more uniform system of case file management across the State, the monitoring process for case files is streamlined, reducing the number of days spent on-site. However, corrective action follow-up takes place in the weeks and months after the on-site visit. At the conclusion of the on-site visit, a final report is produced in which each LWDA Director is given the opportunity to review, analyze, and discuss all findings, observations, and/or recommendations as part of the final approval process. The findings report also highlights any notable practices identified during the monitoring review.

Additionally, unrelated to the monitoring period, key staff regularly visit Local Workforce Development Areas, in part, to gather further information outside of merely monitoring and to offer technical assistance. Technical assistance improves program operation and management capabilities and is an integral part of the State's oversight.

Customer Satisfaction

The State directly engaged PY18 WIOA participants with a customer satisfaction survey (see attached Participant Survey). This survey was emailed directly to PY18 WIOA participants who were asked to respond to five (5) questions, each containing three (3) possible rankings, ranging from "very satisfied," "moderately satisfied," and "not at all satisfied." The following questions were presented:

Question 1: Overall, how satisfied are you with the services provided to you by your Local Workforce Development Area's Career Center?

Question 2: Taking into account all of the expectations you held, have the services you received from your Local Workforce Development Area's Career Center met your expectations?

Question 3: Considering an ideal program for someone in your situation, how well did the services you received from your Local Workforce Development

Area's Career Center compare with that ideal?

Question 4: Based on the level of service you received from your Local Workforce Development Area's Career Center, how likely would you be to recommend others?

An average of 557 participants responded to each question, and nearly 75% of participants ranked their experience within the most favorable rating. An average of 76% of participants across all five (5) questions ranked their experience with the Local Workforce Development Area's Career Center in the most favorable rating; the highest being question #4 (79.9%) where the participant would very likely recommend others to the Local Workforce Development Area's Career Center. This is an improvement over previous years' ratings, where the highest was 78%. Georgia is particularly proud of its ranking from its WIOA participants, especially given its high number of Local Workforce Development Areas. However, the State will continue to strive for even higher rankings across all areas regarding participant satisfaction.

It is important to note that the high degree of satisfaction exhibited in the participant survey directly correlates to the State's success regarding its performance measures. All 19 Local Workforce Development Areas positively contributed to the State's high standards, having exceeded in nearly all performance measures during PY18.

Performance Accountability System

Specific State Performance Measures

Georgia's WIOA title I programs do not have any unique measures or goals outside of the mandated common measures.

Performance Deficiencies

Georgia's WIOA Title I programs did not have performance deficiencies for Program Year 2018 as noted in the statewide performance table below:

Measure	Actual	Goal	% of Goal
Adult Q2 Employment Rate	84.2%	76.0%	110.8%
Adult Q4 Employment Rate	83.2%	70.0%	118.8%
Adult Median Earnings	\$6,775	\$4,500	150.6%
Adult Credential Attainment	71.3%	40.0%	178.2%
DW Q2 Employment Rate	87.0%	78.0%	111.5%

DW Q4 Employment Rate	85.5%	75.0%	114.1%
DW Median Earnings	\$9,360	\$5,000	187.2%
DW Credential Attainment	73.1%	50.0%	146.1%
Youth Q2 Employment Rate	78.3%	60.0%	130.4%
Youth Q4 Employment Rate	77.2%	60.0%	128.6%
Youth Credential Attainment	63.1%	72.0%	87.6%

Overall

Adult	139.6%
DW	139.7%
Youth	115.6%

See Attachments for Negotiated Performance Levels for Local Areas PY16-17

Common Exit Policy

With guidance from USDOL-ETA, Georgia has defined Common Exit for DOL–Administered Programs Only as:

A “common exit” occurs when a participant who is enrolled in multiple DOL-administered partner programs has not received services from any DOL-administered program to which the common exit policy applies for at least 90 days and no future services are planned.

Georgia recognizes that a common exit policy must include:

- WIOA title I Adult,
- WIOA title I Dislocated Worker, and
- WIOA title I Youth, and
- WIOA title III Employment Service.

As Georgia reports its quarterly Wagner Peyser, Trade and WIOA Title I PIRLs to USDOL-ETA, it recognizes this definition and impact.

Data Validation

Georgia receives WIOA funding from the USDOL Employment and Training Administration (ETA) based on achieving negotiated performance. ETA’s expectations are that work is done in a timely manner and correctly reported on a quarterly basis. ETA reserves the right to sanction any state that does not meet negotiated performance or reporting is consistently incorrect, as verified through the data validation process.

Many aspects of daily work for WIOA programs affect performance reporting for WIOA programs. As part of quality control, OWD will review these functions to determine whether LWDAs are adequately and appropriately meeting deadlines and documentation requirements. As approved by the SWDB in November 2018, all participant case files are to be kept electronically in the WorkSource Georgia Portal (the Portal). In order to provide adequate time for existing physical case files to be uploaded in the Portal, OWD requires LWDAs to scan and upload documentation for all actively enrolled participants and those undergoing follow-up by May 30th, 2019. For any participant enrolled after January 1, 2019, all documentation must be maintained in the Portal.

A. Data Entry

Timely data entry affects performance reporting and OWD staff workload if information needs to be backdated. Timely data entry will be determined based on files reviewed at random times and during desk reviews prior to monitoring visits.

B. Correct Data Entry

Correct data entry affects performance reporting and OWD staff resources assigned to make corrections to data in WorkSource Georgia Portal (the Portal). Data entry problems include missing fields from the WIOA participant application.

The WIOA participant application is the only source of documentation for many fields required for quarterly reporting to ETA. ETA compiles statistics on demographic data for different WIOA populations to determine how they are effectively being served through the program. Incorrect data skews these statistics and does not show an accurate representation of service to WIOA participants. Data in the Portal should be checked before hitting the Save button to ensure that correct data has been entered in the Portal. Incorrect data problems will be identified during monitoring visits.

C. Appropriate Documentation

Many elements of WIOA enrollment require appropriate documentation be placed in participant files. Documentation sources can be identified on the WIOA participant application or the program verification worksheets. Missing documentation will be identified during monitoring visits.

D. Credential Records

The credential attainment performance measures require the recording of a credential attained during the participant's enrollment or within four quarters after exit. Credentials must be documented using a transcript, certificate, diploma, or a letter from an appropriate school system. If there

is not a specific date on the credential (i.e., May 2018), the actual date must be case noted. If not recorded, credentials will not be counted for performance reporting. Deficiencies in credential entry will be identified through quarterly reporting and monitoring.

E. Follow-Up Contact

Follow-up information is used for performance reporting in cases where unemployment insurance or federal wage records are not found. Follow-up contact is required for all Youth participants, and for Adult and Dislocated Worker participants who exit to employment. Follow-up contact is required to be recorded. The information should state the employer name, address, phone number, and job title if the participant is employed. If the participant is in some type of training after being exited, a brief description should be noted.

Follow-up contact is the only source for verifying that a Youth participant is in some type of training after they are exited from the WIOA Youth program. Therefore, it is very important that this information be recorded. Deficiencies in completing follow-up contact will be identified through monitoring.

F. Deficiency Consequences

ETA has the option of sanctioning states for not meeting acceptable performance. Acceptable performance depends on information entered correctly in the Portal and appropriate documentation placed in participant files. Deficiencies in any of the above areas will result in a LWDA being placed on a corrective action plan. If deficiencies are identified after a LWDA has been placed on corrective action, a portion of WIOA funding may be revoked.

Problems with any of the above functions may be identified through monitoring or through day-to-day functions. OWD will determine whether there are errors for any of the areas identified above, and whether they are substantial enough to warrant corrective action or possible sanction.

The following table shows the progression for determining deficiencies:

Baseline: First year monitoring findings:	OWD staff will identify any monitoring findings and discuss these with LWDAs during exit interview. Deficiencies will be noted on monitoring reports after onsite review.
Corrective Action: Second year monitoring findings:	OWD staff will identify monitoring findings that have not been resolved from the previous year's monitoring or continue to be an issue. LWDAs may be placed on corrective action notice if there are unresolved problems or issues that continue to occur.
Sanctioning: Third year finding:	Monitoring findings that have not been resolved from the previous year or continue to occur may result in sanctioning of a service provider.

OWD will provide technical assistance to any LWDA deemed deficient in any of the problem areas identified above. OWD may also request technical assistance from USDOL for help in resolving identified problems. LWDAs are always encouraged to ask questions or ask for help from OWD or any other service provider.

Sector Partnerships and Career Pathways

Georgia has made significant investments in the development of regional sector partnerships. These investments have included: hosting workshops in each region throughout the state to train regional leaders on the proper implementation of sector partnerships, the development of a comprehensive Sector Partnerships Guide to assist those leaders in building out their partnerships, the release of the First Round of a \$3MM grant opportunity using Governor's Reserve Funds to support capacity building for the sector partnership work in each region, hosting a statewide conference to allow for and encourage inter-regional collaboration, and ongoing technical assistance by state staff to ensure the work continues to progress in each region.

Sector partnerships have not been promoted as simply a required element of WIOA, but as a best practice for regions to use to maximize intraregional collaboration and overall efficiency and efficacy of the region's education and workforce systems. This promotion has included the necessity of effective career pathways in successful sector partnerships. We have mandated that K-12 partners be involved in a region's sector partnership work for them to receive grant funding. In many regions, this has led to the workforce system partnering with the K-12 leaders in their regions for the very first time. This has proven to be a critical first step in the implementation of true career pathways.

Georgia plans to continue this investment of staff time and resources to the implementation of sector partnerships. It will remain a key part of the State workforce system's strategic vision, to include additional targeted technical assistance to each region, additional statewide and regional conferences or seminars, and a second round of grant funding to continue the support of these partnerships, among other things.

Activities under Governor's Reserve Funds

Discretionary Grants

Over the course of PY18, OWD made additional funding available to LWDA's to advance the employment and training needs of local areas. The funds were purposed to provide support for innovative initiatives or to mitigate unforeseen circumstances that could not be served through formula allocation funds.

WorkSource Heart of Georgia experienced two significant layoffs which resulted in the displacement of more than 1,000 workers. Those effected by the layoffs were a part of targeted outreach in an effort to provide training opportunities while seeking new employment. These companies served a significant portion of this predominately rural community. Therefore, retraining and upskilling for adjacent employment opportunities was widely needed.

WorkSource Middle Georgia was awarded funding to provide greater support to transitioning veterans through a partnership with the Georgia Veterans Education Career Transition Resource Center (VECTR Center). This organization supports veterans in their transition from military to civilian life by providing job coaching, skills and interest assessment, and employment placement support. With the additional funding, WorkSource Middle Georgia was able to provide specialized intake coordinators to

the VECTR Center to ensure WIOA services were made available to those who qualify.

The Metro Atlanta WorkSource areas were awarded additional funding to support their efforts to sustain their regional sector partnership. The dollars contributed were a part of a match for a grant opportunity through the National Fund for Workforce Solutions (NFWS) totaling \$600,000 over the course of three years. This is a collaborative effort among all five of Atlanta's workforce boards. The grant will support the sector partnerships efforts to (1) analyze, prioritize and implement economic inclusion strategies in high demand industries; (2) mitigate policy, process, and geographic barriers that impede access to publicly funded workforce services; and (3) develop the capacity of nonprofit providers to more effectively partner with and utilize WIOA for their clients.

WorkSource Southern Georgia was awarded additional funding to support the establishment of a welding program at Ware State Prison. This initiative is a collaborative partnership between the WSGA area, Georgia Department of Corrections and Coastal Pines Technical College. The program allows re-entering participants to gain valuable skills and industry-relevant credentials prior to their release from the penal system. The welding program was scheduled to serve a total of 40 re-entering individuals.

Targeted Outreach

The Communications Team for WorkSource Georgia has increased efforts to enhance digital outreach and access to outreach tools among Local Workforce Development Areas. The Communications Team partnered with local areas to produce short-form videos that were shared on social media and on local area websites to encourage participants to take advantage of population-specific career services. Videos featured interviews from local area staff and participants who had received services. Other outreach tools provided to local areas by the state office included access to WorkSource Georgia-branded resource guides, a picture and video library, and technical support with developing customized outreach material.

Rapid Response

Georgia's Rapid Response strategy, coordinated with State and local workforce development partners, delivered services designed to avert planned layoffs

and/or minimize disruption for individuals and communities in all dislocation events. Under contract with the Technical College System of Georgia, the Georgia Department of Labor (GDOL) quickly identified major and lesser layoffs, and customized an approach of resources and services to help workers transition to new jobs as quickly as possible.

Entities in need of pre-layoff aversion services included Employers who generally fell into three categories:

- Faltering Companies
- Companies facing Unforeseen Business Circumstances
- Companies affected by Natural Disasters

Services to affected Employers included:

- Layoff aversion and/or mitigation services
- Educating Employers on WARN requirements, Rapid Response and Trade services
- Coordinating a coalition of partner agencies for an Employer and/or Employee meeting
- Facilitating an Employer meeting to determine services to be rendered to affected Employees
- Coordinating staff, resources, and equipment necessary if a specialized resource area or transition center is needed
- Assisting with Trade Act petitions when jobs move to other countries

Services to affected Employees included:

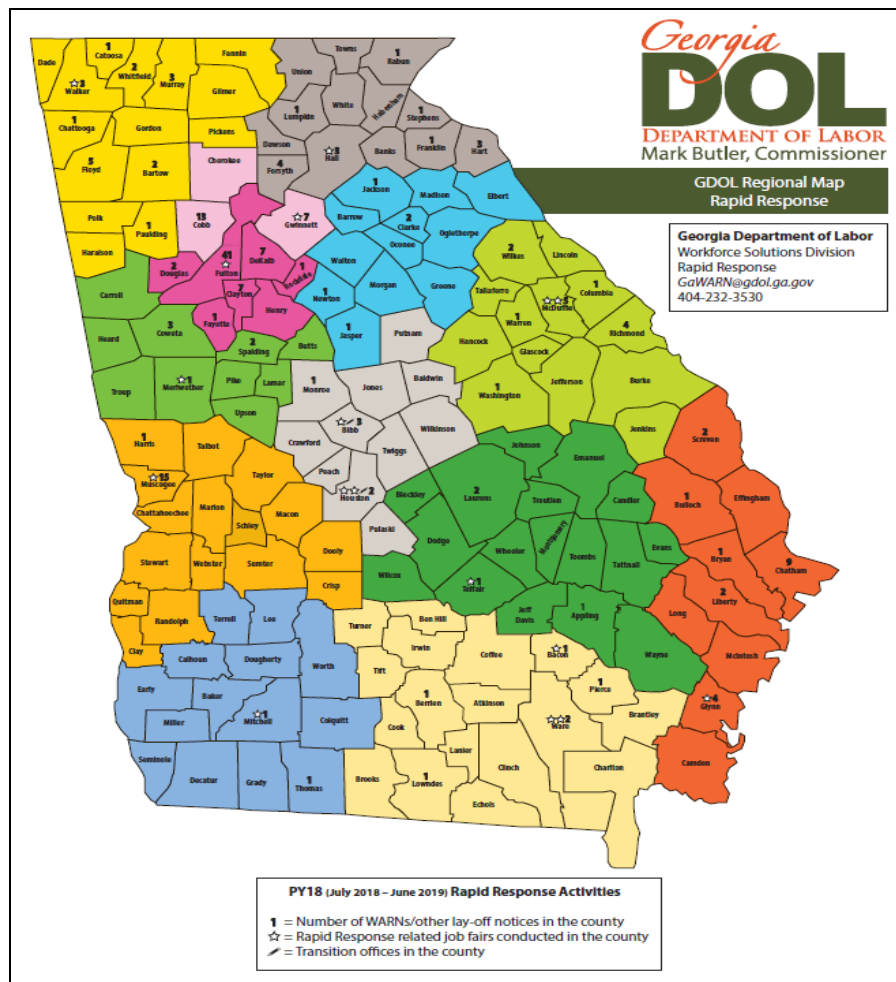
- Facilitating Employee information sessions
- Assisting with career assessments and testing
- Surveying employees to determine appropriate services
- Providing resources for job search, career centers, partner agencies, and community resources
- Assisting with Unemployment Insurance Claims and EmployGeorgia account creations and posting on-line résumés
- Delivering specialty workshops (Résumé Writing, Interviewing, Job Search, Utilizing Social Media and others as requested)
- Providing local and statewide Labor Market Information along with job opportunities
- Availing access to educational and occupational training (classroom and on-the-job training) services
- Coordinating any Trade related events
- Coordinate with local service agencies and community partners to provide integrated services

- Arranging for interpreters

During PY18, GDOL provided the following Rapid Response services to Georgia employers and impacted employees experiencing lay-offs and closures.

- 198 employers/businesses were engaged
- 19,938 impacted employees were represented
- 154 employer meetings were held
- 61 group employee information sessions were hosted
- 17 job fairs were hosted/participated in
- 2 on-site transition centers and
- 18 other (i.e., Trade, Union) meetings were hosted

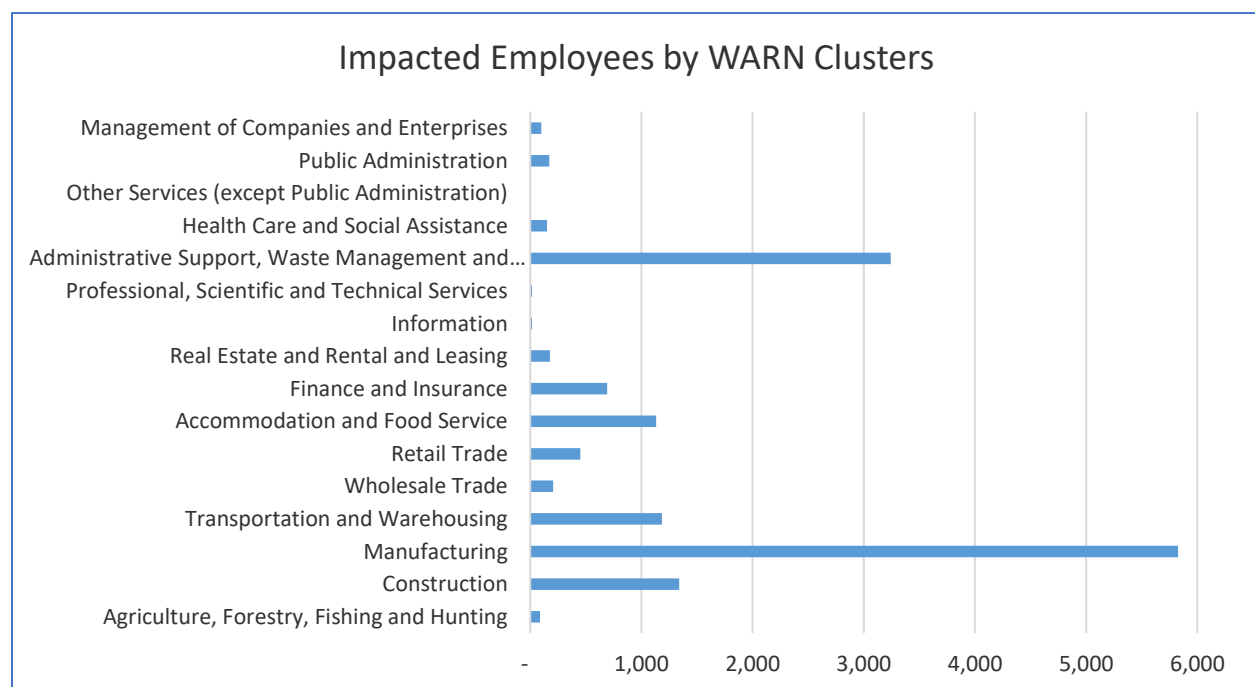
A geographical illustration of WARN notices received across the state is as follows:



An illustration of the Industry Clusters associated with the WARNs received is as follows:

Georgia 2018-2019 WARN Notice NAICS Cluster Analysis - Summary		
Code	NAICS (Self Reported by Employer)	# Associated Impacted Workers
11	Agriculture, Forestry, Fishing and Hunting	87
23	Construction	1,340
31-33	Manufacturing	5,828
48-49	Transportation and Warehousing	1,185
42	Wholesale Trade	206
44-45	Retail Trade	452
72	Accommodation and Food Service	1,133
52	Finance and Insurance	692
53	Real Estate and Rental and Leasing	176
51	Information	16
54	Professional, Scientific and Technical Services	16
56	Administrative Support, Waste Management and Remediation Services	3,242
62	Health Care and Social Assistance	152
81	Other Services (except Public Administration)	2
92	Public Administration	171
55	Management of Companies and Enterprises	100
0	NAICS Not Provided by the Employer	
Overall Totals		14,798

Source: Workforce Solutions – Georgia Department of Labor (July 2019)



Wagner-Peyser

Wagner Peyser (WP) services were delivered in over 40 Georgia Department of Labor Career Centers/One-Stop facilities focusing on providing a variety of employment related labor exchange services including but not limited to:

- job search assistance
- job referral
- placement assistance for job seekers
- re-employment services to unemployment insurance claimants
- recruitment services to employers with job openings
- customized business services to employer

Services were delivered in one of three modes including staff assisted, self-service, facilitated self-help service delivery approaches. Depending on the needs of the labor market other services such as job seeker assessment of skill levels, abilities and aptitudes, career guidance when appropriate, job search workshops and referral to training were provided.

The services offered to employers, in addition to referral of job seekers to available job openings, included assistance in development of job order requirements, matching job seeker experience with job requirements, skills and other attributes, assisting employers with special recruitment needs, arranging for Job Fairs, assisting employers analyze hard-to-fill job orders, assisting with job restructuring and helping employers transition through layoffs.

Georgia continued to enhance virtual and self-service delivery approaches for job seekers and employers via its EmployGeorgia (EG) initiative, while being sure to maintain critical in-depth face-to-face customer contact when that approach best serves the customer. We believe the latter significantly contributed to Georgia's standing as having achieved the nation's lowest overall unemployment insurance duration rate for the twenty-fourth consecutive quarter (i.e., 7.9 weeks through the end of PY18).

During PY18, the EG system had 164,878 job seeker accounts created. This has led to 169,905 resumes developed through the system, which can be displayed for employers to review as they are seeking skilled workers to expand their workforce.

The EG system also had 3,385 new employer accounts created. This led to 172,068 direct new job postings displayed for job seekers to review as they sought employment opportunities. When also factoring spider jobs obtained from partner sources and also made available to job seekers via EG,

approximately 100,000 job openings are published daily.

Over 440,000 referrals to employer job openings were made in PY18, either by staff on behalf of job seekers or by job seekers themselves. GDOL will continue to explore implementing creative ways for customers to access Labor Exchange services and quicker access to partner services. As reflected above, even though conditions in the economy have provided an abundance of job openings, the states workforce system is faced with serving job seekers who have significant barriers to employment and require intense labor exchange services. This population includes individuals who have limited skills and training, may have background challenges preventing them from being seamlessly placed in employment, disabilities, are homeless, or have had long term dependence on other government benefits. As a result, the state recognizes that often these customers take longer to place and unfortunately in some cases still experience challenges sustaining employment, which could negatively impact employment measures at the 2nd and 4th quarter after exit. The state continues to collaborate with other workforce partners, such as DHS- Department of Family & Children Services, Department of Juvenile Justice and Vocational Rehabilitation to customize services for some of their identified customer population who have significant barriers to employment as there remains a great need for reemployment services.

Georgia's WP employment rate in the 2nd quarter after exit was 70.0%, which far exceeds the USDOL predicted outcomes of 60.3% and the USDOL Target Outcomes of 67.0%. This comes within 0.5% of the negotiated goal. The employment rate in the 4th quarter after exit was 70.9%, which far exceeds the USDOL predicted outcomes of 61.4% and the USDOL Target Outcomes of 68.5%. This comes within 0.1% of the negotiated goal. Georgia's WP median earnings in the 2nd quarter after exit was \$5,251 which far exceeds the USDOL predicted outcomes of \$4,206, the USDOL Target Outcomes of \$4,105 and the negotiated goal of \$4,809.

To support federal evaluation efforts, GDOL has created unique system transactions and related data tables to capture evaluation program/project referrals, counseling notes, customer service plans, employments, etc. Related to the USDA Evaluation Grant SNAP Works 2.0 program discussed elsewhere in this Annual Report, the above referenced resources have been made accessible for evaluation staff to better understand the pilot activities. On a routine basis upon request from MDRC and Mathematica – USDA's contracted evaluators – GDOL has produced monthly and quarterly reports, UI wage match results and other file extracts derived from those project data tables.

Similarly, in PY18, GDOL began creating unique system transactions and related data tables to capture program referrals, counseling notes, customer

service plans, employments, etc., for its emerging Ticket to Work program.

GDOL utilizes a robust, centralized data collection system and has extensive well-recognized experience with Federal Grant reporting. Georgia's EG and mainframe GWS systems are designed to meet all federal reporting requirements as well as to track each Wagner Peyser, Unemployment Insurance, Trade, Veterans, RESEA, Agricultural, SNAP Works 2.0 (and soon Ticket to Work) participants through all service components. Integration of the systems also provides the ability to combine data with the full array of programs noted above, providing an opportunity to share and analyze data on common participants.

EG and GWS have thousands of individual data elements allowing for unique tracking of all participants, including information related to demographics, employment status, customer service plans, barriers to employment, employer searchable résumés, services rendered, etc. These systems provide the ability to track participants from initial assessment through the employment follow-up period.

Through use of the above referenced technology, GDOL has successfully submitted all federally required USDOL-ETA and USDA Wagner Peyser, Veterans, Trade, Agriculture and SNAP Works 2.0 reports over the past two decades. GDOL has also successfully completed all related, federally-required data validation and report validation since USDOL began requiring such actions in 2003. The EG and GWS systems allow for immediate validation of all data validation elements where GDOL's systems serve as a data source, as outlined by USDOL-ETA each year. These systems are frequently reviewed to ensure they meet all compliance standards for data and report validation.

The Georgia Department of Labor (GDOL) actively identified and served Unemployment Insurance claimants who are most likely to exhaust their benefits, including transitioning Ex-Service-members (UCX) who are receiving unemployment compensation through the delivery of Reemployment Services and Eligibility Assessments (RESEA) program services. Career development facilitators worked in collaboration with identified claimants to develop job search strategies and assist with job readiness, e.g., résumés, supportive services, counseling, referrals to training, etc. The participants were provided job referrals throughout the process. As a result of RESEA services, the State was able to quickly identify claimants who are not actively seeking work. In such instances, benefits are denied and overpayments established. During PY18, 9,849 individuals were served resulting in 89% completing all mandatory RESEA services.

Disability Employment Initiative

Georgia's Disability Employment Initiative (DEI) has been expanded to serve Gwinnett and Henry Counties. Now the grant is fully operational in three local workforce development areas (LWDAs): LWDA 7, LWDA 9 and LWDA 12. This expansion increased the number of Georgians being served through the Georgia Employment Network (EN). Currently, Georgia's EN is serving 53 social security ticket holders. Also, the grant received a total of \$13,585.60 in reimbursements from the Social Security Administration (SSA). Most DEI projects are not able to implement the employment network strategy within the three year grant period. Georgia's DEI project implemented the strategy and is receiving reimbursements from SSA. The infrastructure created during the grant makes the EN strategy a sustainable new service for individuals with disabilities that receive cash benefits from SSA. It has proven to be a very valuable service that helps them enter employment.

Through this grant, the State of Georgia's workforce system received a "best practice recognition" by the US Department of Labor. This best practice recognition highlights the effective and successful collaboration the Georgia DEI team developed with the Georgia Vocational Rehabilitation Agency (GVRA). Both systems have dual-enrolled approximately 65% of the individuals actively served in the grant. This collaboration has served as a platform for both Workforce Innovation and Opportunities Act (WIOA) Titles to share services, expertise and service delivery costs.

The project continues to serve a variety of individuals with disabilities and other barriers to employment, from older workers to youth with disabilities. The impact, in terms of return on investment, is significant. The Office of Workforce Development at TCSG is working to continue the development of the Georgia DEI project infrastructure beyond the grant period. The grant has shown that the workforce system is an effective vehicle for people with disabilities to successfully enter the world of work.

American Apprenticeship Initiative

Currently, Georgia's AAI grant is structured to promote Industrial Maintenance and Mechatronics occupations, with the related instruction being provided by the Technical College System of Georgia (TCSG). In keeping with the grant's original intent, both occupations are included under the Georgia HOPE Career Grant. These grant funds are available to qualified Georgia students who enroll in select majors specifically aligned with one of seventeen industries in which there are more jobs available in Georgia than there are skilled workers to fill them. These industries have been identified as strategically important to the

State's economic growth. By aligning the AAI apprenticeable occupations with the available HOPE Grant programs, Georgia has created a sustainable pool of funding for AAI apprentices to continue to receive paid-tuition for their apprenticeship training after the expiration of the AAI grant.

This grant alignment has also allowed the State of Georgia to continue discussions with the partner agencies and Georgia's USDOL AAI FPO concerning a grant modification that could allow AAI funds to serve additional occupations that are included under the HOPE Career Grant and expand Georgia's scope of work for more budget flexibility (*this modification is currently pending approval from USDOL*). This potential grant expansion would allow Georgia to serve considerably more industries and participants, while still directly addressing the State's high demand industries. This modification would also change the staffing structure for the grant and expand the educational institutions allowed to operate under the grant.

The USDOL Office of Apprenticeship has approved all twenty-two technical colleges within Georgia to act as Registered Apprenticeship Sponsors. Eight of these twenty-one colleges are currently responsible for providing the related training instruction (RTI) to all AAI apprentices and have been entered into the APPIAN reporting system as approved sponsors. Georgia has found this to be of great value to companies interested in starting Registered Apprenticeship programs due to the college sponsor's ability to assume much of the administrative responsibilities of managing an approved program. This has been showing dividends throughout the State (AAI and Non-AAI activities), as it has become a strong marketing tool for interested businesses; specifically, for smaller businesses that may not have the full resource capability to appropriately administer the Registered Apprenticeship program alone.

Veterans Services

The State of Georgia is a pioneer when serving the large veteran community that lives in the state. A unique and innovative way in which the state is serving veterans is through the Georgia Veterans Education Career Transition Resource (VECTR) Center in Warner Robins, GA. The center serves an average of 1,500 veterans per month.

Since 2016, they serve as a gateway for veterans' re-entry into Georgia's public postsecondary educational systems and workforce. The center provides a variety of services including career counseling, educational coaching, workforce training, and more. As well as temporary housing free of charge for those veterans, that qualify for the service. The VECTR Center provides unique, accelerated programs in high demand and strategic industries tailored to

abbreviate the process of receiving post-secondary certificates and degrees by recognizing the extensive training veterans receive during their military service. While located in Middle Georgia, VECTR is a statewide resource designed to help all active duty personnel and veterans throughout the state.

WorkSource Georgia continues to work very closely with the VECTR Center, coordinating across LWDAs throughout the state that have active military bases. This partnership has been so successful that WorkSource Georgia is currently working on revising existing policies and procedures to serve veterans with a greater level of flexibility.

GDOL continued its partnership with the Homeless Veterans' Reintegration Program (HVRP) by providing employment services in support of reintegrating homeless veterans into meaningful employment within the labor force. Federal funding was awarded to five grantees consisting of non-profit and community based organizations based primarily within the metro Atlanta area. The number of counties served has increased from seven to fifteen, extending the outreach of these services beyond what is typically recognized as the footprint of metro Atlanta. The grantees include the Atlanta Center for Self Sufficiency (ACSS), Veterans Empowerment Organization (VEO), Recovery Consultants of Atlanta, Inc. (RCA, Inc.), Mary Hall Freedom House, and Traveler's Aid of Metropolitan Atlanta, Inc. (HOPE Atlanta).

Given the increase in coverage area, the Georgia Department of Labor (GDOL) has operated nine American Job Centers/Career Centers, for which their organizations may co-enroll their clients or participants under the HVRP. These Career Centers are strategically placed across the State to provide ease of access for our customers and in reference to the Grantees service location. At the appropriate time after the Grantees initial assessment of the Veteran's needs, a site visit is arranged for their participant(s) to come and introduce them to the GDOL Career Center.

Upon the initial visit, Wagner-Peyser staff assist with completing ES registration, as well as providing the participant Priority of Service (POS) information. The veteran participant may provide additional information such as any Significant Barrier(s) to Employment, which are mitigated. Customers are then co-enrolled in the Jobs for Veterans State Grant program and receive individualized career services from Disabled Veteran Outreach Program (DVOP) staff, who provide ongoing support, reemployment services and connection to other supportive partner resources.

Many of the American Job Centers/Career Centers are Comprehensive One-Stops or Affiliate sites under the Workforce Innovation Opportunity Act (WIOA), enabling staff to readily provide referrals to supportive services available

through additional partners, if necessary. This complete introduction has allowed the Veteran and the HVRP Grantee, to have a better understanding of what services are available to them by the various agencies in our State and at no cost to the participant.

Evaluation or Research Projects

Georgia was one of only ten states awarded a three-year \$15 million grant by the U.S. Department of Agriculture, via a GDFCS grant application co-written by the Georgia Department of Labor (GDOL). Upon award, GDFCS, selected GDOL to administer the ten county project titled Georgia SNAP Works 2.0, who in turn selected three local WIOA LWDA's to participate as partners: Atlanta Regional Commission, Coastal Workforce Services and DeKalb Workforce Development.

For evaluation purposes, 2,500 individuals were randomly selected to be in the pilot enhanced services group, and an equal number for the control regular services group. Those in the enhanced services group received coordinated case management services through an integrated system based on a medical HMO.

GDOL primary case managers worked closely with secondary case managers (specialists in partner organizations), each applying their respective expertise to meeting the needs of participants and sharing information via a centralized system. A mix of strategies that supported rapid attachment to employment, included:

- Three-tiered participant assessment
- Employment plan development
- Education and training
- Job search
- Intensive case management
- Community partner support services
- Rehabilitative services
- Employability Workshops

This multiple strategy approach which concluded in PY18, was intended to reach individuals with a variety of barriers related to chronic unemployment, such as low skills or limited work experience.

The following career pathways were selected: manufacturing, warehousing, transportation, medical, automotive, building maintenance and welding. In all of the selected areas, these industries have numerous training and job

opportunities for a variety of backgrounds, interests and barriers.

The goal of the grant study was to:

- Increase the number of SNAP work registrants who obtain unsubsidized employment,
- Increase the earned income of work registrants,
- Reduce the reliance of work registrants on public assistance
- Provide a comparative analysis between the 'treatment' and 'control' groups, to gauge the effectiveness of the collaborative HMO treatment program design.

The goal of the grant was to provide opportunities to clients to once and for all foster true and meaningful reduction of reliance on public SNAP assistance in the state. The most effective program design of the ten participating states will become a national focus point in future E&T SNAP programming.

An analysis of employment and wage outcomes will continue for all evaluation participants over the next few years. Initial Unemployment Insurance wage matching indicates not only have a minimum of over 50% of participants obtained employment 1 quarter after their referral, but the same number has maintained employment for up to ten quarters (2.5 years) later.

Under the PY18 ETA Workforce Information Grant, the GDOL's Workforce Statistics (LMI) division produced and disseminated industry and occupational employment projections and conducted and published relevant economic analyses and economic studies.

The division's Workforce Information Database was populated with statewide 2-year (2018-2020) short-term industry/occupational projections and statewide and sub-state 10-year (2016-2026) long-term industry/occupational projections. Dissemination of various projections data were in the form of: *Georgia Jobs – Short-term Employment Projections*; *Georgia Workforce –Long-term Employment Trends*; *Georgia Area Workforce Trends* (for each of Georgia's 19 Local Workforce Development Areas); *Georgia Hot Careers*; *Georgia STEM Careers*; *Licensed and Certified Occupations in Georgia*.

Economic analyses were conducted in the form of customer defined labor-shed analyses, workforce area and workforce commuting analyses, detailed commuting reports and summary commuting Infographic reports, standardized industry analysis reports, wage studies, trend analysis reports and other customer requested data research projects in support of the economic development needs of a wide array of workforce system stakeholders, including State Workforce Agencies, State and Local WDBs, economic

agencies, workforce development organizations, chambers of commerce, education and training institutions, community colleges, and other state-identified strategic partners and stakeholders.

Labor shed analyses were designed to provide special focus on centralized areas with regard to the supply and demand of employment, skills transferability, basic education requirements, occupational staffing and a wide variety of wage options. Customers were availed prospect reports based on Georgia's 12 designated regional commission areas, 19 Local Workforce Development Areas, 14 Metropolitan Statistical Areas and statewide data. Custom reports were created with employment (skilled labor), entry and average wage data for the requested area(s) and standardized education and training levels.

Staff worked on over 300 assorted economic projects to provide support and analysis for a wide variety of economic development projects across the state of Georgia. Reports ranged from comprehensive studies of special target groups across the state and in specific geographical areas, customized reports providing for a comparison of detailed employment and wage data, and occupational wage reports for a specific county and/or Labor Draw Area.

GDOL worked closely with the Department of Economic Development, Chambers of Commerce, Development Authorities and other local government agencies regarding new business prospects. Close partnerships with GDOL Regional Coordinators, who serve as local community brokers to request and deliver specialized data requests, benefit local Workforce Boards and partner agencies, local businesses, and prospective businesses by making them aware of the availability of quality workforce information.

Waivers

In March of 2019, the State of Georgia was approved for a WIOA waiver regarding WIOA performance outcomes and data collection criteria detailed in WIOA sections 116 and 122, and also at 20CFR 677.230 and 20 CFR 680.400 thru 680.530. Subsequently, the requirements of the performance data collection regarding non-WIOA students enrolled in WIOA approved training programs are suspended until PY20. Beginning PY20, the State will be obligated to collect WIOA performance data for all students, both WIOA participants and general students. Consequently, the State has been able to prevent the addition of undue burden on the training providers approved on the ETPL.

WIOA performance data is collected according to the Participant Individual

Record Layout (PIRL) data elements, which is determined by the USDOL ETA. This data is collected and submitted annually, according to WIOA Annual Performance Reporting (APR) requirements. The suspension provided by this waiver enables the State to complete the APR process while also minimizing burdensome work for training providers and local workforce areas.

The strategic goals for this waiver, include:

- 1) Additional time to implement methodologies and procedures that support reduced work effort in the execution of the APR process, and
- 2) Time to develop a data integration framework that ensures the protection of Personally Identifiable Information (PII) during the APR process, especially non-WIOA participants in which there is an increased level of liability.

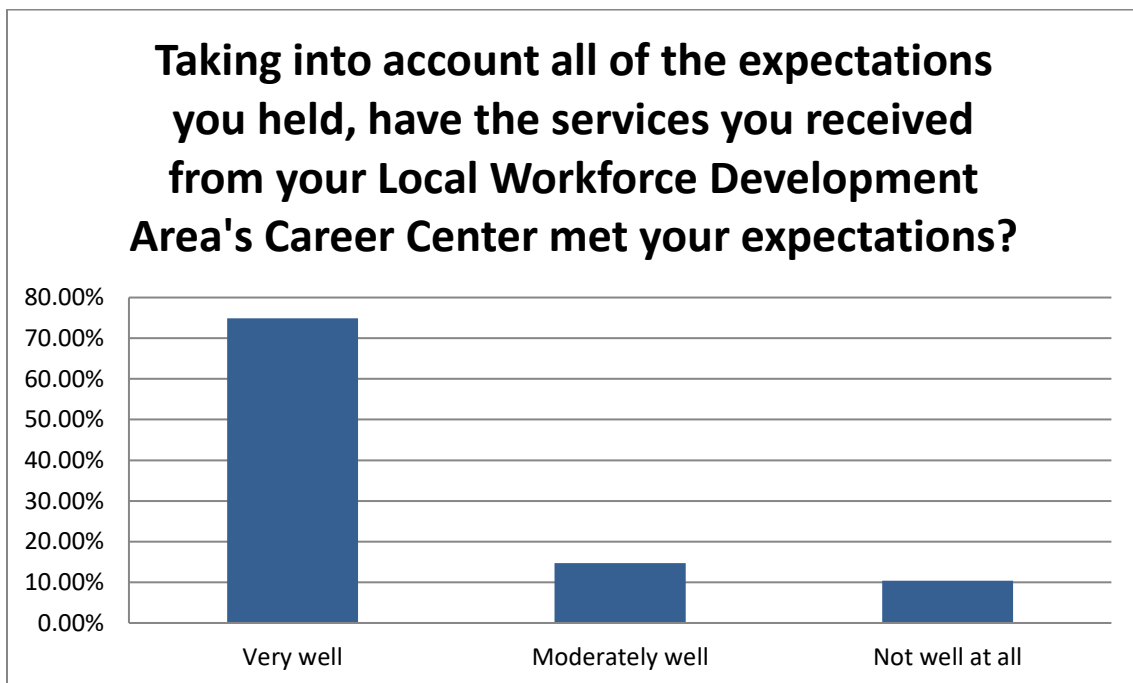
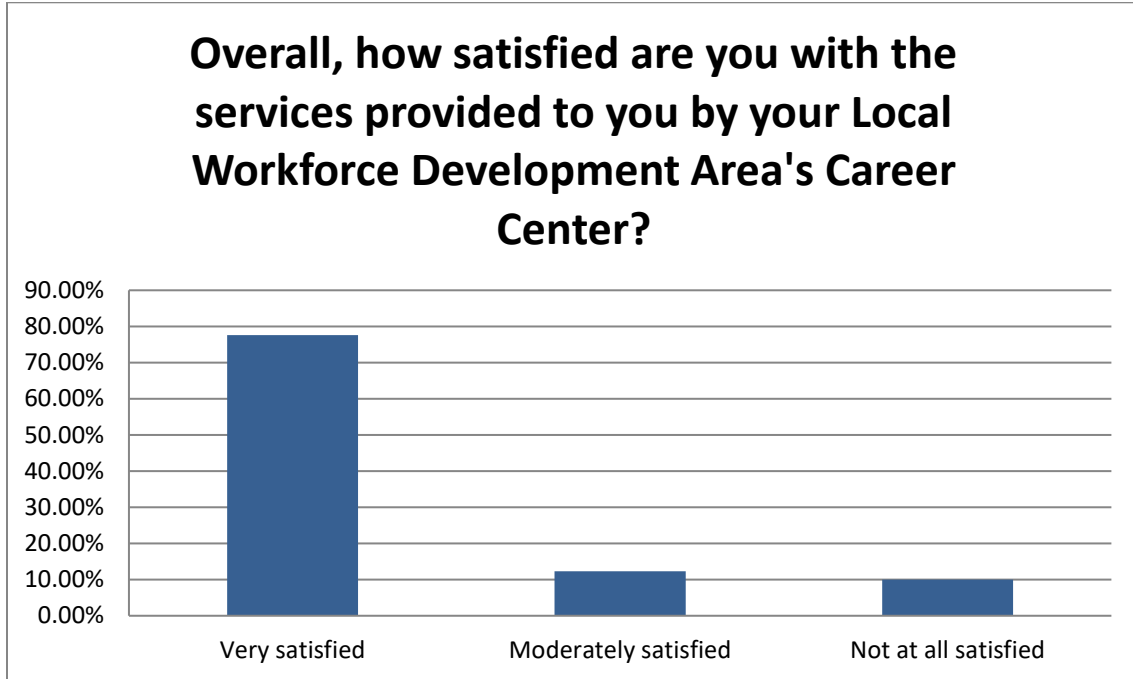
The targeted programmatic outcomes include:

- A wider variety of training offerings due to the reduction of reporting burdens;
- Stronger partnerships and relationships between training providers and the public workforce system; and
- Enhanced ability of local boards to respond quickly and efficiently to immediate local job seeker and employer needs.

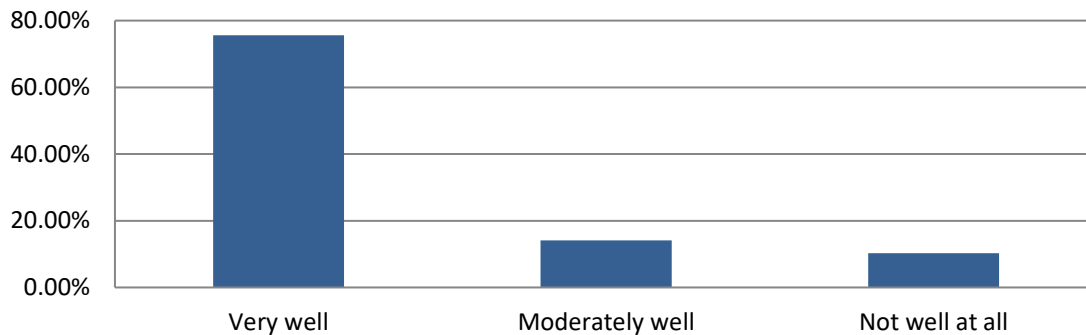
As a result, the State completed the PY18 APR process effectively and efficiently. Additionally, this enabled the local boards to thrive regarding performance outcomes, while being highly responsive to the sector strategies and in-demand needs of their respective local areas.

Attachments

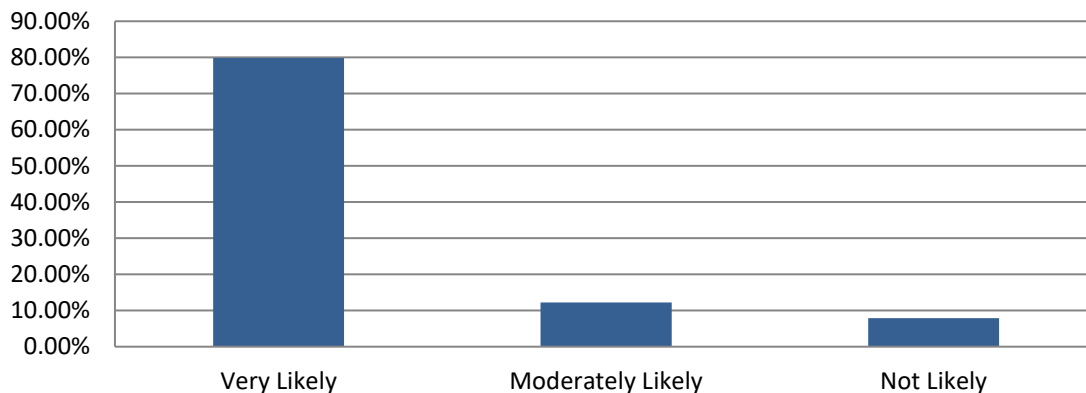
Participant Survey



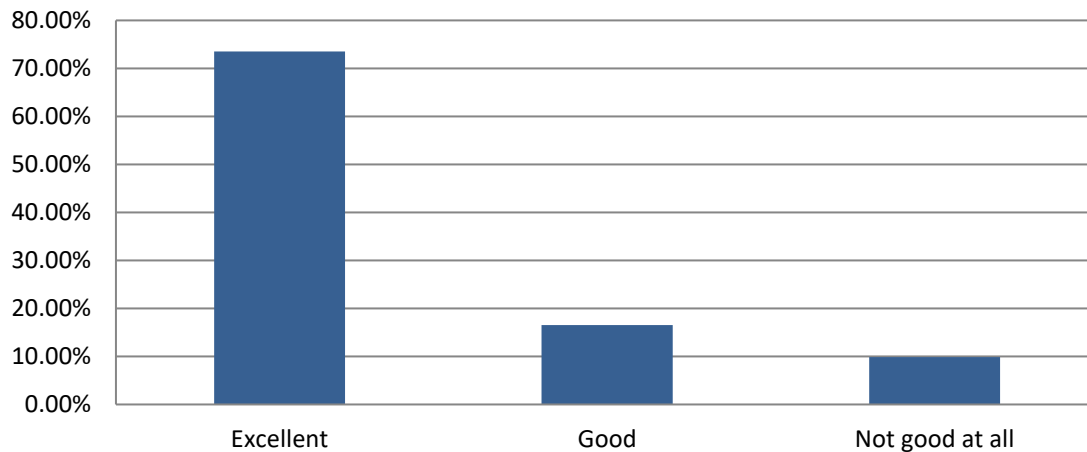
Considering an ideal program for someone in your situation, how well did the services you received from your Local Workforce Development Area's Career Center compare with that ideal?



Based on the level of service you received from your Local Workforce Development Area's Career Center, how likely would you be to recommend others?



Overall, how would you rate your total experience from your Local Workforce Development Area's Career Center?



Negotiated Performance Levels

Negotiated Performance Levels for Local Areas PY18-19

Area 1

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	85.0%	86.0%
Adult Q4 Employment Rate	82.0%	82.5%
Adult Median Earnings	\$6,300	\$6,400
Adult Credential Attainment	77.0%	78.0%
DW Q2 Employment Rate	87.0%	88.0%
DW Q4 Employment Rate	86.0%	87.0%
DW Median Earnings	\$6,500	\$6,600

DW Credential Attainment	78.0%	79.0%
Youth Q2 Employment Rate	76.0%	77.0%
Youth Q4 Employment Rate	76.0%	77.0%
Youth Credential Attainment	81.0%	80.0%

Area 2

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	82.5%	83.0%
Adult Q4 Employment Rate	85.0%	86.0%
Adult Median Earnings	\$6,500	\$6,700
Adult Credential Attainment	68.0%	69.0%
DW Q2 Employment Rate	85.5%	86.0%
DW Q4 Employment Rate	86.0%	87.0%
DW Median Earnings	\$6,500	\$6,600
DW Credential Attainment	80.0%	81.0%
Youth Q2 Employment Rate	79.0%	79.0%
Youth Q4 Employment Rate	81.0%	83.0%
Youth Credential Attainment	65.0%	67.0%

Area 3

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	70.0%	71.0%
Adult Q4 Employment Rate	74.0%	72.0%
Adult Median Earnings	\$4,400	\$4,500
Adult Credential Attainment	60.0%	60.0%
DW Q2 Employment Rate	68.0%	70.0%
DW Q4 Employment Rate	70.0%	72.0%
DW Median Earnings	\$5,600	\$5,800
DW Credential Attainment	65.0%	63.0%
Youth Q2 Employment Rate	67.0%	68.0%
Youth Q4 Employment Rate	68.0%	69.0%
Youth Credential Attainment	60.0%	60.5%

Area 4

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	78.0%	79.0%
Adult Q4 Employment Rate	74.0%	75.0%
Adult Median Earnings	\$4,700	\$4,800
Adult Credential Attainment	74.0%	76.0%

DW Q2 Employment Rate	82.0%	84.0%
DW Q4 Employment Rate	78.0%	80.0%
DW Median Earnings	\$7,300	\$7,500
DW Credential Attainment	74.0%	75.0%
Youth Q2 Employment Rate	65.0%	66.0%
Youth Q4 Employment Rate	68.0%	69.0%
Youth Credential Attainment	66.0%	68.0%

Area 5

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	73.0%	73.0%
Adult Q4 Employment Rate	72.0%	75.0%
Adult Median Earnings	\$6,500	\$6,565
Adult Credential Attainment	74.0%	75.0%
DW Q2 Employment Rate	76.0%	73.0%
DW Q4 Employment Rate	75.0%	75.0%
DW Median Earnings	\$7,000	\$7,000
DW Credential Attainment	65.0%	65.0%
Youth Q2 Employment Rate	70.0%	71.0%

Youth Q4 Employment Rate	77.0%	79.0%
Youth Credential Attainment	60.0%	62.0%

Area 6

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	75.0%	76.0%
Adult Q4 Employment Rate	70.0%	72.0%
Adult Median Earnings	\$5,500	\$5,700
Adult Credential Attainment	72.0%	73.0%
DW Q2 Employment Rate	80.5%	81.5%
DW Q4 Employment Rate	80.0%	81.0%
DW Median Earnings	\$7,000	\$7,100
DW Credential Attainment	70.0%	72.0%
Youth Q2 Employment Rate	65.0%	67.0%
Youth Q4 Employment Rate	65.0%	67.0%
Youth Credential Attainment	70.0%	72.0%

Area 7

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	85.0%	86.0%

Adult Q4 Employment Rate	80.0%	81.0%
Adult Median Earnings	\$6,600	\$6,700
Adult Credential Attainment	70.0%	71.0%
DW Q2 Employment Rate	87.0%	88.0%
DW Q4 Employment Rate	86.0%	87.0%
DW Median Earnings	\$7,600	\$7,800
DW Credential Attainment	70.0%	72.0%
Youth Q2 Employment Rate	71.0%	71.0%
Youth Q4 Employment Rate	69.5%	70.0%
Youth Credential Attainment	74.0%	74.5%

Area 8

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	76.0%	77.0%
Adult Q4 Employment Rate	70.0%	70.5%
Adult Median Earnings	\$4,800	\$5,000
Adult Credential Attainment	70.0%	72.0%
DW Q2 Employment Rate	80.0%	75.0%
DW Q4 Employment Rate	82.0%	76.0%

DW Median Earnings	\$5,500	\$5,600
DW Credential Attainment	72.0%	74.0%
Youth Q2 Employment Rate	65.0%	65.0%
Youth Q4 Employment Rate	70.0%	70.0%
Youth Credential Attainment	70.0%	70.0%

Area 9

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	78.0%	78.5%
Adult Q4 Employment Rate	70.0%	75.0%
Adult Median Earnings	\$5,500	\$5,800
Adult Credential Attainment	65.0%	66.0%
DW Q2 Employment Rate	73.0%	77.0%
DW Q4 Employment Rate	75.0%	76.0%
DW Median Earnings	\$5,500	\$5,800
DW Credential Attainment	65.0%	67.0%
Youth Q2 Employment Rate	73.0%	74.0%
Youth Q4 Employment Rate	78.0%	79.0%

Youth Credential Attainment	82.0%	82.5%
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Area 10

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	82.0%	84.0%
Adult Q4 Employment Rate	76.0%	78.0%
Adult Median Earnings	\$6,000	\$6,200
Adult Credential Attainment	80.0%	82.0%
DW Q2 Employment Rate	90.0%	91.0%
DW Q4 Employment Rate	88.0%	88.0%
DW Median Earnings	\$7,400	\$7,600
DW Credential Attainment	80.0%	82.0%
Youth Q2 Employment Rate	80.0%	80.0%
Youth Q4 Employment Rate	80.0%	82.0%
Youth Credential Attainment	72.0%	73.0%

Area 11

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	79.0%	80.0%
Adult Q4 Employment Rate	80.0%	81.0%

Adult Median Earnings	\$6,000	\$6,100
Adult Credential Attainment	84.0%	85.0%
DW Q2 Employment Rate	83.0%	84.0%
DW Q4 Employment Rate	85.0%	87.0%
DW Median Earnings	\$7,000	\$7,200
DW Credential Attainment	70.0%	71.0%
Youth Q2 Employment Rate	64.0%	65.0%
Youth Q4 Employment Rate	58.0%	59.0%
Youth Credential Attainment	50.0%	52.0%

Area 12

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	82.0%	83.0%
Adult Q4 Employment Rate	79.0%	80.0%
Adult Median Earnings	\$5,000	\$5,100
Adult Credential Attainment	63.0%	64.0%
DW Q2 Employment Rate	82.0%	83.0%
DW Q4 Employment Rate	78.0%	79.0%
DW Median Earnings	\$ 7,500	\$ 7,600

DW Credential Attainment	60.0%	61.0%
Youth Q2 Employment Rate	66.0%	67.0%
Youth Q4 Employment Rate	60.0%	62.0%
Youth Credential Attainment	73.0%	74.0%

Area 13

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	85.0%	86.0%
Adult Q4 Employment Rate	85.0%	86.0%
Adult Median Earnings	\$6,400	\$6,500
Adult Credential Attainment	75.0%	76.0%
DW Q2 Employment Rate	85.0%	86.0%
DW Q4 Employment Rate	85.0%	86.0%
DW Median Earnings	\$7,500	\$7,650
DW Credential Attainment	65.0%	67.0%
Youth Q2 Employment Rate	80.0%	81.0%
Youth Q4 Employment Rate	75.0%	77.0%
Youth Credential Attainment	59.0%	61.0%

Area 14

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	75.0%	77.0%
Adult Q4 Employment Rate	75.0%	77.0%
Adult Median Earnings	\$5,300	\$5,500
Adult Credential Attainment	74.0%	75.0%
DW Q2 Employment Rate	68.0%	70.0%
DW Q4 Employment Rate	76.0%	77.0%
DW Median Earnings	\$4,100	\$4,200
DW Credential Attainment	51.0%	52.0%
Youth Q2 Employment Rate	70.0%	71.0%
Youth Q4 Employment Rate	65.0%	66.0%
Youth Credential Attainment	72.0%	73.0%

Area 15

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	80.0%	82.0%
Adult Q4 Employment Rate	75.0%	77.0%
Adult Median Earnings	\$6,000	\$6,200
Adult Credential Attainment	78.0%	78.0%

DW Q2 Employment Rate	85.0%	87.0%
DW Q4 Employment Rate	80.0%	82.0%
DW Median Earnings	\$6,000	\$6,200
DW Credential Attainment	80.0%	82.0%
Youth Q2 Employment Rate	60.0%	63.0%
Youth Q4 Employment Rate	70.0%	72.0%
Youth Credential Attainment	70.0%	71.0%

Area 16

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	82.0%	83.0%
Adult Q4 Employment Rate	83.0%	84.0%
Adult Median Earnings	\$6,200	\$6,300
Adult Credential Attainment	80.0%	81.0%
DW Q2 Employment Rate	89.0%	89.0%
DW Q4 Employment Rate	90.0%	90.0%
DW Median Earnings	\$5,750	\$5,850
DW Credential Attainment	74.0%	74.0%
Youth Q2 Employment Rate	79.0%	80.0%

Youth Q4 Employment Rate	76.0%	77.0%
Youth Credential Attainment	84.0%	85.0%

Area 17

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	83.0%	84.0%
Adult Q4 Employment Rate	82.0%	83.0%
Adult Median Earnings	\$6,500	\$6,500
Adult Credential Attainment	71.0%	72.0%
DW Q2 Employment Rate	81.0%	82.0%
DW Q4 Employment Rate	84.0%	84.0%
DW Median Earnings	\$ 6,250	\$ 6,250
DW Credential Attainment	66.0%	67.0%
Youth Q2 Employment Rate	61.0%	61.0%
Youth Q4 Employment Rate	62.0%	63.0%
Youth Credential Attainment	78.0%	79.0%

Area 18

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	88.0%	89.0%

Adult Q4 Employment Rate	85.0%	86.0%
Adult Median Earnings	\$6,500	\$6,600
Adult Credential Attainment	75.0%	77.0%
DW Q2 Employment Rate	80.0%	81.0%
DW Q4 Employment Rate	81.0%	82.0%
DW Median Earnings	\$6,000	\$6,200
DW Credential Attainment	80.0%	82.0%
Youth Q2 Employment Rate	75.0%	76.0%
Youth Q4 Employment Rate	73.0%	74.0%
Youth Credential Attainment	74.0%	75.0%

Area 20

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	87.0%	88.0%
Adult Q4 Employment Rate	85.0%	87.0%
Adult Median Earnings	\$7,000	\$7,400
Adult Credential Attainment	75.0%	77.0%
DW Q2 Employment Rate	88.0%	89.0%
DW Q4 Employment Rate	85.0%	86.0%

DW Median Earnings	\$8,500	\$8,700
DW Credential Attainment	80.0%	82.0%
Youth Q2 Employment Rate	80.0%	82.0%
Youth Q4 Employment Rate	80.0%	82.0%
Youth Credential Attainment	70.0%	71.0%

Statewide

Measure	PY18 Goal	PY19 Goal
Adult Q2 Employment Rate	76.0%	77.0%
Adult Q4 Employment Rate	70.0%	70.5%
Adult Median Earnings	\$4,500	\$4,600
Adult Credential Attainment	40.0%	42.0%
DW Q2 Employment Rate	78.0%	79.0%
DW Q4 Employment Rate	75.0%	76.0%
DW Median Earnings	\$5,000	\$5,150
DW Credential Attainment	50.0%	64.0%
Youth Q2 Employment Rate	60.0%	62.0%
Youth Q4 Employment Rate	60.0%	62.0%
Youth Credential Attainment	72.0%	72.5%